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Email: charrisdisputeresolutions@att.net**Present Occupation:** Arbitrator/Factfinder/Mediator**First Business Address:**

268 Bush Street, Suite 3550
San Francisco, CA 94104
Phone: (800) 813-8259
Fax: (800) 651-6630

Second Business Address:

11400 W. Olympic Boulevard Suite 200
Los Angeles, CA 90064
Phone: (310) 312-9578
Fax: (310) 312-9579

PROFESSIONAL AFFILIATION:

American Arbitration Association
American Bar Association

State Bar of Arkansas
State Bar of California

EDUCATION:

BA	Psychology	University of Wisconsin	1969
JD	Law	University of Arkansas	1973

CERTIFICATIONS:

Member of Bar	State of Arkansas	1974
Member of Bar	State of California	1977

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Thirty years of experience in all aspects of labor and employment law. Private practice of labor and employment law representing major labor unions Youngdahl & Larrison, Little Rock (1974-1976) and Levy & Goldman, Los Angeles (1978-1980); NLRB Field Attorney with Regions 20 and 32 in San Francisco and Oakland (1977-1978); Assistant Chief Counsel, CA Department of Personnel Administration, Sacramento (1981-1982); private practice representing management clients both public and private (1983-1990); full-time neutral practice as arbitrator and mediator since 1990. Substantial experience mediating labor disputes, conducting final and binding interest arbitrations, and serving on expedited arbitration panels.

INDUSTRIES:

Aerospace, agriculture, aluminum, automotive, bakery, banking, broadcasting, chemicals, communications, construction, distillery, education, electrical equipment/appliance, feed and fertilizer, food, health care, hospitals/nursing home, mining, office workers/clerical, petroleum/petrochemicals, pharmaceuticals, police and fire, prison guard, real estate, refrigeration/HVAC, rubber/tire, sports, transportation, utilities, warehousing.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit work, Conduct (Off-Duty), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Age, Disability, Race, Sex, Religion, National Origin), Drug/Alcohol Offenses, Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation), Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Subcontracting and Contracting Out, Tenure/Reappointment, Union Security, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

PERMANENT PANELS:

Kaiser Foundation Hospitals/CA Nurses Assn

SSA/AFGE National Panel of Arbitrators

Las Vegas Metro Police Dept/Police Mgrs & Suprs Assn

State of CA/CA Correctional Peace Officers Assn

Nye County (NV) Unified Expedited Arb Panel

State of OR/SEIU 503

City & County of San Francisco/SEIU 790

City of Thousand Oaks/SEIU 998

Las Vegas Metro Police Dept/Civilian Employees

CA Racing Assn/Parimutuel Employees

ARBITRATION ROSTERS:

CA Mediation & Conciliation Service

MT Department of Labor & Industry Board

CA PERB, OR ERB

NV Local Gov't Employee/Mgmt Relations Board

Los Angeles City Employees Relations Board

WA Dispute Resolution Panel

FEES:

PER DIEM FEE: \$1050.00/day for rights arbitration (for hearing and for study and writing)

PER DIEM FEE: \$1500.00/day for interest arbitration and mediation (for hearing/mediation day and for study and writing)

A hearing or mediation day is any portion of a day up to eight (8) hours. Study and writing time is prorated.

Cancellation Policy:

If either party removes the case from calendar for any reason within thirty (30) calendar days of the scheduled hearing date, both parties will be billed an equal share of the arbitrator's per diem unless otherwise agreed by parties.

Travel Time:

Per diem will be charged for travel days when hearing location is more than three (3) hours from nearest business address.

Expenses:

Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging.

Automobile mileage is charged at the applicable IRS expense rate from nearest business address. Arbitrator also charges actual expenses for copying, telephone, facsimile, and postage.